



AMERICAN ACADEMY
EDUCATE | INNOVATE | EXPLORE

Equal Access to Opportunities Policy

Approved by the American Academy Board of Directors on September 21, 2021

Purpose

American Academy strives to ensure that every child has equal access to opportunities and the resources they need to meet their individual potential to the best of their abilities, ambition and effort, consistent with the principles below, the school's mission, and long-standing policies and procedures.

The Dignity of Every Child

American Academy is committed to upholding the dignity of every child in our care. Each one of our children is unique, special, and deserving of respect, love, and a school environment that promotes kindness, belonging and empathy. American Academy respects each child's experiences outside of American Academy. For some children, their core experiences may derive from some or many "Identity" characteristics as they are currently defined. For other children, their core experiences may live outside of these and/or do not fit so easily within stereotypical Identity experiences. American Academy acknowledges this powerful complexity.

High Expectations

American Academy has high expectations for all of our children, regardless of their immutable characteristics. Every child will be treated as an individual with strengths and areas for growth both academically and social-emotionally. Consistent with the mission, American Academy will challenge every student where they are in order to maximize growth and to ensure equal access to opportunities.

American Academy has not and will not, explicitly or implicitly, automatically tie an individual child's strengths or gaps to their group identit(ies). Irrespective of the underlying intent, doing so has proven and will continue to prove devastating to children and to American society.

Diversity

American Academy greatly values diversity of ethnicity, race, culture, life experiences, and point of view.

American Academy's Core Knowledge curriculum includes the history and experiences of racial and ethnic minorities as well as their contributions to the story of America. American Academy's programming also recognizes the terrible reality that racism and bigotry has existed and does exist. This can take the form of a law or practice aimed at groups of people, such as race-based slavery or segregation. Racism and bigotry can also live, for example, in the low expectations that destroy possibilities for individual achievement and exceptionalism. In partnership with our parents, American Academy helps students to understand that racism and bigotry have no place in our society or world.

American Academy's curriculum also recognizes that all of our children live in a dynamic nation and world that present unprecedented amounts of social, economic, and political opportunities. Each one of our children deserves the opportunity to access the foundational knowledge, skills, and growth to not only thrive in this reality, but to perpetuate and shape it for themselves and generations to come.

Common Humanity

Healthy personal and professional relationships demand that our children recognize the diversity of others along with the abundant commonalities that we all share as human beings, Americans, and participants in a connected world. American Academy's primary focus is on what brings us together as humans, rather than that which divides us.

Resources

American Academy recognizes that ensuring equal access to opportunity means that resources are allocated based on the needs of each individual child, rather than divided equally regardless of need.

The Role of the Individual

American Academy recognizes and teaches that access to opportunities is only part of the equation. Hard work is required by each individual in order to take advantage of opportunities. As part of high expectations, American Academy teaches that ambition and effort are required to capitalize on opportunities. American Academy equips students with strategies and organizational skills to be successful, but it is the individual that must apply motivation and effort.

American Academy rejects any framework, policy, or procedure that contradicts the principles above, its mission statement, and long-standing policies and practices.

The Executive Director of Schools is hereby tasked with upholding the principles above.

POLICY HISTORY

Original: approved by the BOD on September 21, 2021.

